

Message Text

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ACTION IO-03

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SUBJ: UN PERSONNEL: DIRECTOR ADMIN AND FINANCIAL SERVICES,
UN OFFICE, GENEVA - NAT GROBY

REF: A) GENEVA 1605; B) STATE 044537

1. I CALLED ON WINSPEARE, DIRECTOR GENERAL UN OFFICE
GENEVA MORNING MARCH 14 AND PRESENTED IN STRONG TERMS OUR
CASE FOR NAT GROBY AS THE U.S. CANDIDATE FOR THE D-2 POST OF
DIRECTOR ADMIN AND FINANCIAL SERVICES, UN, GENEVA. IN
DOING SO I REFERRED BRIEFLY TO GROBY'S 25 YEARS SOLID
EXPERIENCE IN UN OPERATIONS BOTH HERE AND IN NEW YORK AND
TO HIS YEARS AS DEPUTY IN THE POST HE AND WE NOW SEEK.

2. WINSPEARE, OF COURSE, KNOWS GROBY AND REFERRED TO HIM
AS A RESPECTED MAN WHO IS THOROUGHLY FAMILIAR WITH DUTIES
AND COMPLEXITIES OF THE POSITION. NEVERTHELESS, WINSPEARE
WAS NOT YET PREPARED TO TALK TO GROBY AND TAKE A POSITION ON
HIM UNTIL AFTER HE HAD DONE THREE THINGS:

A. FIRST - WINSPEARE REFERRED TO THE D-2 ADMIN VACANCY
AT UNIDO, VIENNA, AND TO THE EFFECT OF FILLING THAT POST
ON WHO GETS THE D-2 POST IN GENEVA. HE FELT THAT UNIDO
APPOINTMENT WOULD OR COULD CREATE COMPENSATING MOVES
THAT MAY HAVE TO BE MADE IN NEW YORK AND GENEVA; THAT
HE WAS IN TOUCH WITH DAVIDSON ON THE SUBJECT AND EXPECTED
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TO TALK WITH HIM OVER THE TELEPHONE IN THE NEXT FEW DAYS ABOUT

IT. (COMMENT: ALTHOUGH WINSPEARE DID NOT ACTUALLY MENTION BARBOSA AS A CANDIDATE FOR GENEVA POST, IT MUST HAVE BEEN ON HIS MIND SINCE HE KEPT COMING BACK SEVERAL TIMES TO THE RELATIONSHIP OF PERSONNEL MOVES INVOLVING NEW YORK, GENEVA AND UNIDO IN VIENNA. IN RESPONSE TO MY QUESTION WINSPEARE SAID THAT IF AN AMERICAN WAS APPOINTED TO UNIDO JOB IT WOULD NOT NECESSARILY RULE OUT GROBY'S CONSIDERATION FOR KIRKBRIDE'S JOB HERE).

B. SECOND - WINSPEARE WOULD LIKE TO CONSULT WITH PEREZ-GUERRERO, SECRETARY GENERAL IN UNCTAD, AT LEAST ON COURTESY BASIS, AS TO THE PROSPECTS OF GROBY MOVING OVER TO THE KIRKBRIDE POST. WINSPEARE SEEMED SOMEWHAT CONCERNED ABOUT THE EFFECT GROBY TRANSFER MIGHT HAVE IN UNCTAD PARTICULARLY AT A TIME WHEN NEW SECRETARY GENERAL IS COMING ABOARD. IN ANY EVENT THIS DID NOT APPEAR TO BE A DIFFICULT OR SERIOUS PROBLEM TO RESOLVE.

C. THIRD - WINSPEARE FINALLY SAID HE WANTS TO CHECK OUT THE EFFECT THAT GROBY'S TRANSFER WOULD HAVE ON RANK AND GRADE STRUCTURE OF OTHER SENIOR INCUMBENTS AND ON ORGANIZATION. HIS CONCERN HERE WAS TO MINIMIZE DAMAGE TO SENIORITY STRUCTURE AT THIS LEVEL. HE ADMITTED, HOWEVER, THAT GROBY HIMSELF WAS D-1 OFFICIAL OF MANY YEARS SENIORITY AND IN GOOD STANDING AND THAT THIS TOO WOULD NOT BE A REAL STUMBLING BLOCK.

3. AFTER TAKING CARE OF ABOVE THREE MATTERS WINSPEARE SAID HE WOULD BE PREPARED TO TALK TO GROBY WHOM HE KNEW AND RESPECTED AND WAS IN TURN WELL KNOWN AND HIGHLY REGARDED BY HIS COLLEAGUES. (NOTE: IF AND WHEN WINSPEARE AND GROBY TALK, GROBY HAS INDICATED THAT HE WILL SEEK ASSURANCES THAT IF OFFERED THE KIRKBRIDE JOB HE WILL IN FACT BE PROMOTED TO THE D-2 LEVEL AND ALSO THAT HE BE ABLE IN DUE COURSE TO BRING IN SOME PRINCIPAL ASSISTANTS TO STRENGTHEN THE STAFF. ON THIS POINT GROBY UNDERSTANDS PROBLEMS INVOLVED IN MAKING IMMEDIATE CHANGES BUT HE WILL AT LEAST PUT ON RECORD HIS INTENTIONS AND PLANS FOR SOME STRONGER AIDES).

4. COMMENT: A) WINSPEARE ASKED THAT WE HOLD IN STRICT CONFIDENCE HIS COMMENTS ON FIRST ITEM ABOVE. B) I CAME OUT OF THIS MEETING WITH A FEELING THAT GROBY WOULD LIMITED OFFICIAL USE

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BE ACCEPTABLE TO WINSPEARE AND THAT WE MAY POSSIBLY PUT GROBY INTO THIS JOB IF WE CAN SOMEHOW RESOLVE OR NEUTRALIZE THE MUSICAL CHAIRS EFFECT OF FILLING UNIDO VACANCY. THE KEY TO THIS PROBLEM AT LEAST AS SEEN FROM HERE SEEMS TO BE WHETHER WE CAN CONVINCE THE SECRETARY GENERAL AND DAVIDSON THAT UNIDO AND GENEVA ALTHOUGH PART OF THE SAME UN SYSTEM ARE NOT NECESSARILY RELATED FOR THE PURPOSES OF PLACING AMERICANS INTO SENIOR UN POSTS. IN ANY

EVENT RECOMMEND THAT WE NOW RETURN TO DAVIDSON AND
SECRETARY GENERAL TO PRESS FOR GROBY'S APPOINTMENT IN
STRONGEST TERMS. DALE

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